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STAFF SIDE COMMENTS ON
MANAGEMENTS' SUBMISSION
IN NUMERICAL ORDERS.

(2) Both salary Commissions which have reviewed our salary scales in East Africa have increased the salaries at the bottom without reducing the top; Ani Commission, for example, raised bottom scales of Uganda Civil Servants, without off setting the entire salary structure in Uganda Civil Service.

(3) Harres as any other Commissioner had no right whatsoever to reduce the scales as he found them. Let the Management tell your Board if Pratt took the same line as Harres. The Ani Commission which reduced salary scales in Uganda was rejected by Uganda Parliament.

(4) European Management of the East African Railways and Harbours having completed agreements with H.M. Government and the East Africa Governments on the future of the expatriate staff cleverly misled the first meeting of the Ministrial Communication Committee to accept a Commission to review salary scales in the E.A.R. & H., we consider this was unnecessary and illogical for Flemming salary scales had only been implemented in less than one year (April 1961).

It is ironical for this same Management to have accepted Flemming scales and then again suggest its burial in less than one year's time. What was the purpose of the General Manager's suggestion to the M.C.C. was it not; a blunder to the Ministers who were inexperienced in railway affairs particularly at the time when railways' financial position was sound.

During this period African Union leaders advocated for a reduction of salaries in superscales; but the Management representatives countered that this was not feasible; they went to the extent of saying that business executives in private firms earned more money than railway executives. They also warned us of the danger that was coming in E.A. when all countries will have achieved independence. This is

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another clear indication that the then General Manager unduly influenced the Commission to reduce salary scales simply because it was not going to affect his brothers and sisters.

(5) * "Management wishes to make an early submission that a salary structure, and the rates of pay used, in every large industry employing thousands of people poses a highly sophisticated problem and is not one that can be fairly and properly disposed of in a summary manner" Mr. Chairman, we consider this as an insult, directed against your Board. This Manngement has never accepted any progressive thinking; and this is clearly indicated on page 13, Sessional Paper No.2 of 1963.

> "Independent experts are not necessarily independent or expert nor do they invariably provide a panacea to all ills, particularly if they have no experience of the East African scene."

If this is what the Management said about the Harres recommendations, in Sessional Paper No.2 of 1963. To-day the same Management is insisting that those recommendations were made by experts, with no East African knowledge and should therefore prevail. It is clear that Management is contradicting its own statement as mentioned above. This is typical of the colonial remnants in the E.A.R. & H. Management who never stick to their own words. Then to us, this is just to play about with words. If the Harres Commission started its work in November, 1962 was it really necessary when Flemming salaries had just been implemented in April, 1961?.

Flemming Commission, appointed from London was also an expert Commission and that Commission proposed a salary structure which resulted from careful and patient investigations over a longer period which could not be lightly upset by the so called experts of the Harres Commission within a shorter period.

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(6) Our submission on P.8 refers.

The argument in Managements' last paragraph of this clause is meant to mislead the Board. The reasons why the Tanganyika Government appointed the Adu Commission in 1961, was that the Government did not agree with some of the recommendations made by Flemming and, also, never implemented Flemming salary scales whereas, the Kenya, Uganda Governments and E.A.C.S.O. Administrations went ahead to implement the Flemming salary scales without any reservations. Mr. Chairman, as a general rule the Commissions' recommendations in the Railways must be approved by the Central Legislative Assembly; especially so when they are major issues involving substantial costs. How come it that E.A.R. & H. Management agreed for these recommendations to be ratified by the C.L.A. and then compaign for their destruction in less than a year's time? Surely, it is necessary the Sessional Paper in question, that is, one dealing with implementation of Flemming salary scales should be placed before the Boards' for perusal. This is another indication to your Board that E.A.R. & H. has been managed, at sometime or other by wholly inefficient and untrustworthy officers.

(7) The E.A.R. & H. provides housing to its employees because it happens to employ many staff who are on call at all times. Flemming dwelt on this subject on broader lines in paragraph 105 1(b) P.74. And we quote:-

"The majority of railway staff are housed by the Administration both so that they live near their work and because of their liability to frequent transfers. No rent is normally charged for the occupation of unfurnished quarters however and basic salaries are therefore lower than those of the other administrations by approximately the rent a government officer would pay if occupying an official quarter since the other administrations charge the same rents

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for local and expatriate officers, the whole of the reduction is made in the basic salary."

Management in this paragraph only refers to local officers who occupy free quarters but there is no mention of expatriate officers who enjoy far more superior terms of employment than their counterparts in other Administrations and Governments.

The E.A.R. & H. salary scales are not only slightly lower than those of the Governments and other E.A.C.S.O. services but far inferior. Compare the salary scales for example, of the Secretarial staff in the E.A.R. & H. to those ones of Governments and other E.A.C.S.O. staff.

Housing responsibility in East Africa has been the responsibility of the Governments and any other Authorities who employ thousands of workers. Whatever East African Governments intend to do in future is entirely their own responsibility and as such we do not think it is a valid argument to be used by Management when reducing salary scales. Very many references have been made on Pratt especially on the housing issue. It must be borne in mind that those who were covered by Pratt report have considered this issue very carefully in that this recommendation will be fully implemented in five years time. Your Board must also know that Pratt never created any new salary structure for local service. Our Permanent Secretaries have just retained same scales; our Hon. Ministers just inherited same salaries and allowances as those paid to colonial Ministers of course, Members of the National Assemblies in East Africa have had their salaries and allowances increased.

The question we are posing to your Board is why should local officers in railways be treated discriminately from the rest of their comrades in other services? Why should we maintain a privileged class of expatriate officers in the railways at the expense of the local officers?

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Is it necessary for us at this time to retain European Administrators in the railways when our own young men and young women with degrees are left to roam the streets looking for jobs; uncertain of their future in the land of their birth?.

(8) We agree with the Management in that independent countries in East Africa have no agreed policy that the salaries and terms and conditions of service of their employees shall be indentical. And in our considered opinion this is the one reason why E.A.R. & H. must have superior terms and conditions of service if it has to retain better brains in its services. We contend that railway scales are very much far from attractive:-

"Below the superscale the service is broadly divided into Groups A, B and C covering the ranges of staff to which in governments service scales A, B, C, E and S relate. These groups, however, are subdivided into a series of short ascending grades, which tend to have a considerably shorter ladder between the minimum and maximum of each grade than do the segments of the governments scales. Progression from one railway grade to the next within the same group is dependent on vacancies in the higher grade and it was represented to us that the shortness of these grades meant that the railway scales provided a less attractive career prospect than do those of the other Administrations."

Your Board should, therefore, not be misled with Managements' submission, (Appendix 'G'.

(9) (i) Our Unions have always advocated for a salary structure in the railways which is both suitable and attractive so as to maintain high standard in the service. And, E.A.R. & H., as an interterritorial service must realise that superior terms in the service will be the only course to attract the best brains into its service.

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In our memorandum it will be noticed that we have manifestly stated that E.A.R. & H. is a technical organisation not comparable to governments and other E.A.C.S.O. Administrations, yet Management is comparing itself with Governments and other E.A.C.S.O. Services as per its appendix 'G'.

(ii) Housing is provided free to both local and expatriate officers, whereas government charges rent to both local and expatriate officers, para 105 (b) Flemming recommendations refers.

(iii) Most of the E.A.R. & H. graded staff live in ten by ten quarters; only in very rare cases does Managements' enhance 15%. Management has never had any proper policy on pensions so any study on pensions schemes by your Board will be misleading.

The present pension scheme was only devised to benefit expatriate officers, you have to bear in mind that it is only recently that Africans started occupying graded posts.

Mr. Chairman, the commutation of pension does not come into this exercise at all, especially when one has to retire after 35 years service, he only lives for a short period due to under nourishment and poor standard of living as a result poor salaries paid to him by the E.A.R. & H.

(iv) In the (i) above Management has refused any comparisons whereas in this clause it is comparing itself with Tanganyika, why not Uganda, Kenya and P & T?.

(v) Uganda Government as any other progressive Governments in the world, which want to retain efficiency, in the Civil Service, categorically rejected the Commissions of the Ani Commission for lowering salary scales. This is what the E.A.R. & H. would have done with Harres, but since its European Management were very much in a hurry to earn their compensations they just adopted the, "I do not care attitude" we urge your Board to recommend what Uganda Government did with Anis Harres salary scales are unacceptable to us and

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unless your Board wants services to suffer then accept Managements' word. The E.A.R. & H. cannot afford to have a disgrunttled staff but if your Board shares Managements' views then we are going to have a service either subsidised by the East African Governments or no railways at all. Union members, are all anxiously awaiting the outcome of this Boards', recommendations should your recommendations be contrary to their expectations then we cannot see how possibly we are going to avoid labour unrest in the railways.

10. We have already stated in our submission that salaries in the railways are not comparable to the ones by the East African Governments and other E.A.C.S.O. services. And this was confirmed by Flemming in his report para 105 (a) P.73.

Section 21 of the E.A.R. & H. Act reads:-

"The Administration shall be administered on business principles and, so far as is not inconsistent therewith or with the principles of prudent finance, cheap transport shall be provided by the Administration to assist agricultural, mining and industrial development in the Territories."

This act was promulgated to provide convenient and cheap conveyance to European farmers, minors and industrialists and to a lesser extend, Asian businessmen etc. If the African governments are going to allow this colonial pholosophy, which was meant to serve a few settlers at the expense of the railway workers, we are prepared to fight it tooth and nail until this act is amended.

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Furthermore, this act was brought into existence when railways amalgamated in 1948 and thereafter there have been three salary Commission i.e. Holmes, Lidbury and Flemming. All these Commissions recommended salary increases with improved scales but the Management did not then take shelter under the provisions of this act. And it seems absurd that they are trying to use his very same act to justfy their section in reducing the salary scales as proposed by Harres.

In less than one decade prices of coffee have doubled yet all these monies have been passed in the pockets of Coffee farmers. We just can't tolerate this act, it is completely out of stop with the rapidly changing circumstances in East Africa.

Any large number of applicants seeking jobs in the railways should not frighten you, for you know too well that East Africa is faced with a prodigious unemployment problem and it is not only in the railways where thousands of applications flock in every year: it is with every employer in East Africa big or small. Even in the Kenya Army Press reports tell of thousands of applicants turned up for recruitment so this is not a valid argument. There is 'Hakuna kazi notices" in every office in East Africa.

(11) Management suggests that the Board should consider the group 'B' salaries in relations with lower paid employees of the E.A.R. & H. At the same time the Board should consider salary scales of the same groups in the Governments and other E.A.C.S.O. in relation to lower paid staff in those services we commend the members of the Board to read with particular attention the Sessional Papers on Pratt. (General Fund, P & T and Government of Kenya).

(12) See Appendix 'A' in the Unions submission. And minutes of the relavent Central Joint Council meetings.

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13. The standstill of 12 months was imposed by the Authority through railway Managements' influence. How can Management be expected to agree that there is a justification for rentention of Flemming scales when this same Management is known to have advocated for its reduction (see appendix 'A') in their submission.

14. This clause in the Memorandum of Agreement has not got any bearing at all on the present dispute. If it is Managements' intention to fool the Unions' by using this clause in the Machinery then there is not going to be industrial peace in the service.

15. It is the Management which made suggestions to the Authority to appoint the Harres Commission (Appendix A) of Managements' submission, refers. Read staff side letter in reply to General Manager in June/July Central Joint Council meeting (Appendix 'B' in Unions' submission. Also industrial relations machinery.

Paragraph 10 P.4 of the Industrial Relations Machinery says:-

> "The Management agrees that all alterations to salaries and to terms and conditions of service of the staff shall be the subject or prior notification, consultation and negotiation with the Unions concerned."

16. We cannot accept at this juncture any regrading of jobs in the absence of a suitable salary structure in the first instance.

Resolutions by our members affirming this stand have been passed over to Management.

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17. The Board should not under any circumstances be influenced by Management in this paragraph. If you look at the minutes of our previous Central Joint Council meetings same arguments were used but this has not stopped any increases to group 'C' staff. These estimated figures are cooked to mislead your Board, it is this sort of exercise which misled Harres. The figure of £7 m. is magnified out of all proportion and is therefore, subject to be challenged, Management should be asked to give a breakdown of £7 m. i.e. how much of this, is paid to expatriate officers on Flemming sclaes with overseas addition? How much is paid to local staff on Harres scales. It would then be possible to assess the amount of additional cost which will be involved if only those staff who are on Harres scales were granted increases to bring them in line with those who are already enjoying Flemming scales.

EAR&H: Staff Side Comments on Managements' Submission. 1964. TS Papers of African Trade Unions: East African Railways and Harbours (EAR&H) Box 1 B6. Nuffield College Library, Oxford University. Decolonization: Politics and Independence in Former Colonial and Commonwealth Territories, link.gale.com/apps/doc/AIJLZR158159639/DPIT?u=webdemo&sid=bookmark-DPIT&xid=f781c645&pg=1. Accessed 4 Dec. 2022.